

Proposed Constitution and Bylaws Changes:

The Leadership Council recommends the following changes to the Constitution and Bylaws. These changes will:

1. Enable friends as well as members of Union to serve on our Leadership Teams as official members and to contribute to the ministries, policies and program development of our church. The only exception is Personnel. All team members of the Personnel team must be members of Union.
2. Add a High School member to the Leadership Council. This proposal was brought to the Leadership Council by our intern, Sam Nardone, on behalf of the youth, and reflects their desire to take an active part in the decision-making of the church and to be a unified and well-represented voice in church affairs. This proposal would help to fulfill Article 12, Section 7, of our Bylaws which states that the Leadership Council should embody the demographics and views of the church. The confirmed High School representative would be nominated by the active, confirmed youth between 9th and 12th grades, and elected by the congregation.
3. Formally establish an Investment Advisory Committee, comprised of at least three members and appointed by the Leadership Council to assist the Treasurer with investment decisions, and to guide and manage the investments of the Church.
4. Formally establish a Finance Team, appointed by the Leadership Council, to assist the Treasurer in day-to-day operations of the Church's treasury functions, including but not limited to review of the audit report, budgeting and secondary oversight.

Proposed language (new language is underlined).

The complete Constitution and Bylaws are posted in the Assembly Room and are available upon request from the Church Secretary.

ARTICLE X: LEADERSHIP TEAMS

Section 1. There are to be ten Leadership Teams. Six will deal with the ministries, policies, and program development at the heart of the church: Worship, Christian Formation, Outreach, Deacons, Welcoming and Membership, and Congregational Life. Four will deal with the areas of responsibility that support or embody those ministries: Stewardship, Personnel, Buildings and Grounds, and the Union Congregational Weekday Nursery School (UCWNS).

Section 2. The teams shall be made up of members and friends of the church with the exception of the Personnel team, which must be comprised entirely of members. No fewer than six will serve on any team with the exception of the UCWNS team which shall be composed of six members of the Church and three parent representatives, who may also be Church members.

ARTICLE XI: LEADERSHIP COUNCIL

Section 3. The Leadership Council shall consist of eighteen (18) persons, including the four officers of the church, three at-large members, a confirmed High School member, and the team leader (or chair) or a designated representative (appointed annually on behalf of Chairs who cannot regularly attend Council meetings), from each of the ten Leadership Teams. In the event the chair or designated representative of a Leadership Team is unable to attend, the Team should send another representative who will have voice but not vote. The Senior and any Associate or Assistant Minister shall be ex officio members with voice but not vote.

Section 5. The terms of service shall be 3 years for adult members, and one year for high school aged members, with the possibility of two consecutive terms. An Adult member of the Leadership Council, having served six consecutive years in any capacity or a High School member having served 2 consecutive years, shall be ineligible for reelection until one full year has elapsed.

ARTICLE XII: OFFICERS AND MEMBERS-AT-LARGE

Section 6. The Treasurer shall be responsible for the care and custody of all the funds and securities of the Church, shall deposit them in the name of the Church in such depositories as the Leadership Council may designate, shall disburse them and shall perform such other duties as the Leadership Council may prescribe. The Treasurer shall review the financial policies and procedures annually; bringing any needed changes to the Leadership Council for its approval and overseeing the Financial Administrator's compliance with them. The Treasurer shall render to the Leadership Council an account of all transactions as Treasurer and of the financial

condition of the Church at the regular meetings of the Council or whenever its members may require it. The Treasurer shall also make a full report of the financial condition of the Church at each Annual Meeting. The Treasurer is a member of the Stewardship Team with voice and vote.

The Treasurer shall be responsible for:

- Recommending the annual budget to the Leadership Council
- Oversight of Investments
- Providing the necessary mechanisms to be financially responsible (e.g., recordkeeping, banking, audit)

The Treasurer may be assisted in the performance of these duties by an Assistant Treasurer, to be appointed by the Leadership Council from among the regular members of the Church. Before undertaking their duties, the Treasurer and Assistant Treasurer shall each furnish a surety bond to the Leadership Council in such amount as it shall determine. All charges for the furnishing of such bonds shall be paid out of the general funds of the Church.

In order to assist the Treasurer with Investment Decisions the Leadership Council will appoint an Investment Advisory Committee. The Committee should be comprised of at least three members, with no term limits.

The core function of the Committee is to guide and manage the investments of the Church. The committee shall meet at least quarterly and minutes must be maintained. Responsibilities of the Advisory Committee include but are not limited to:

- Review of performance reporting
- Review of asset allocation
- Provide guidance on asset allocation and exposure

In order to assist the Treasurer in day-to-day operations of the treasury functions of the Church, the Leadership Council will appoint a Finance Team. The size of the Finance Team is at the discretion of The Leadership Council. The Finance Team members do not have term limits.

The core function of the Finance Team is to assist the Treasurer in the ongoing financial activities of the Church, including but not limited to:

- Review of Audit Report
- Budgeting
- Secondary Oversight